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Welcome from the Dean

It is with great pleasure that I present the third issue of the Research Bulletin. 2008 was a very productive year for research grants, generating over 2.2 million dollars in research funding. This support underscores the talent of our faculty members at the forefront of innovative research. In addition, several faculty members won awards for their research, as have been outlined in this and other newsletters.



Sanjay Sharma, Dean, JMSB

I am extremely proud of the two Concordia University Tier 2 Research Chairs that were awarded to Bianca Grohmann and Gad Saad to support their respective research endeavors. I am delighted that Bianca's "Laboratory for Sensory Research" was granted funding by the Canadian Foundation for Innovation (CFI). I am thrilled that JMSB was awarded the Research Excellence Award at the 2008 ASAC Conference held in Halifax, Nova Scotia, underscoring the active collaboration between our graduate students and faculty members.

The Dean's Awards for Distinguished Scholarship were created to recognize the outstanding achievements by our faculty members. Tracy Hecht (Junior Scholarship Awardee), Marylène Gagné (Mid-career Scholar Awardee), and Michel Laroche (Senior Scholar Awardee) were recognized by a committee of their peers.

I am equally proud of the funding we received to support our Research Centres. Chancellor David O'Brien donated 2 million dollars to create The David O'Brien Centre for Sustainable Enterprise and the David O'Brien Distinguished Professorship in Sustainable Enterprise. Manulife's gift of \$500,000 will be partially used to create Professorships in Financial Planning.

This issue of the Research Bulletin contains a special section dedicated to four researchers: Yaxuan Qi, Ulrike de Brentani, Gary Johns, and Sana Mohsni. We honor these individuals who received prestigious research awards in their respective fields.

For 2009, I look forward to showcasing more JMSB research achievements and to highlighting our collective success as we move into our new building. Thank you all for your dedication to making JMSB a high quality learning environment for our students and a leader in business knowledge creation.

Sanjay Sharma, Dean

Message from the Editor

This third issue will present an overview of research awards, grants, conference proceedings and publications by our JMSB faculty members and students since May 2008. It also highlights some of the accomplishments of four recent award-winning faculty members, as identified by Dean Sharma.



Editor: Lorne N. Switzer,
Associate Dean, Research;
The Van Berkum Endowed Chair of
Small-Cap Equities; Associate Director,
Institute for Governance in Private
and Public Organizations

JMSB has made great strides in research and the quantity and quality of our team's output is evidenced by the long list herein. Research performance is closely linked to financial support. JMSB researchers have worked diligently and successfully to garner outside grants. Our Desjardins Centre for Innovation in Business Finance awarded several grants to faculty members conducting research in venture capital, debt covenants in bank loans, and other areas. In addition to the David O'Brien Distinguished Professorship in Sustainable Enterprise referred to by Dean Sharma, we are launching the Jarislowsky Chair. These Chairs will no doubt enhance our reputation and we anticipate further support for our outstanding faculty in the near future.

In September, Dr. Michael C. Jensen of Harvard Business School addressed the John Molson School of Business and the Institute for Governance Conference. His presentation on ethics and leadership was timely, and his proposed research agenda will have value for the long term. In October, we welcomed Professor Jonathan Karpoff from the University of Washington, whose work on short selling was very relevant in the context of the market's recent performance.

In today's turbulent economic environment, the abilities to access a relevant research knowledge base and to collaborate globally are hallmarks of a leading business school. With its multicultural diversity and worldwide connections, JMSB is well positioned to continue to make a valued contribution to the corporate world and to society.

I would like to thank the faculty members who have contributed to this issue as well as Mai-Gee Hum and her team, and Arlene Segal, for assisting with its assembly.

Lorne N. Switzer, Associate Dean, Research



Research Awards



Bianca Grohmann,
Assistant Professor,
Department of Marketing

Bérubé, Nicole (PhD Candidate), *Validation of the Satisfaction with Work Scale in Six Organizational Settings*, RHR Kendall Award, CSIOP business meeting at the CPA Conference, Halifax, NS (2008).

Bérubé, N., *Explaining chronological and subjective age differences in job satisfaction*. Honourable Mention (HR Management), ASAC Conference, Halifax, NS (May 2008).

Robinson, M. A., and **Boies, Kathleen**, *A Laboratory Study of the Moderating Effect of Task Importance on the Relationship between Transformational and Transactional Leadership Styles and Outcomes*. Best Paper Proceedings of the Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Donia, M., *Role breadth- A higher order construct identifying the good soldier*. Best Student paper (OB), ASAC Conference, Halifax, NS (May 2008).

Edwards, G., *Emergent global institutional logic in the multinational corporation*. Best Paper (International Business), ASAC Conference, Halifax, NS (May 2008).

Gagné, Marylène, Brun de Pontet, S., and Wrosch, C., *Subjective Well-Being among Family Business Leaders Nearing Succession: The role of goal adjustment and work motivation*. Honorable Mention for Best Paper, Poster presented at the Family Enterprise Research Conference, Milwaukee, WI (Apr 2008).

Kim, Jeong-Bon and Shi, H., *International Financial Reporting Standards, Institutional Infrastructures, and Cost of Equity Capital around the World*. Best Paper Award at the 14th Annual GFC, Melbourne, Australia (Apr 2007).

Ueltschy, Linda C., **Laroche, Michel**, Eggert, Axel and Bindl, Uta, *Service Quality and Satisfaction: An International Comparison of Professional Services Perceptions*. Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2008.

Cormier, Denis, Lapointe-Antunes, Pascale, and **Magnan, Michel**, *Do Investors See Through Distributable Cash?* Best Research Paper Award, Canadian Institute of Chartered Business Valuators 2008.

Shanker, Latha and Balakrishnan,

Narayanaswamy, *Do price limits inhibit futures prices?* In proceedings of the 1st International workshop on Parallel and Distributed Computing in Finance, IEEE International Symposium on Parallel and Distributed Processing, Miami, FL (Apr 2008).

Sur, S., Lvina, E., **Magnan, M.**, *Why Do Boards Differ? Because Owners Do!* Best Paper (Strategy), ASAC Conference, Halifax, NS (May 2008).

Sur, Sujit and **Tetrault Sirsly, Carol-Ann**, *The Impact of Corporate Social Actions on Corporate Reputation*. Best Student Paper Award, Strategy Division, at Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Yu, J., *Toward an understanding of managing local adaptation of practice*. Honourable Mention (Strategy), ASAC Conference, Halifax, NS (May 2008).

Grants

Arsel, Zeynep, *From Kindness of Strangers to Gambling for Used Lipsticks: A Typology of Lateral Recycling*, ACR Grants for Transformative Consumer Research, \$500 (2008-08).

Aubert, B. A., and **Croteau, Anne-Marie**, *Explaining the Impact of IT Offshoring on Canadian Firms*, SSHRC Special Grant on Management, Business and Finance, \$114,000 (2008-11).

Edwards, Gwyneth (PhD in Administration student), Management research, Engineers Canada-TD Insurance Meloche Monnex Scholarships, \$7,500 (2008-10).

Gagné, Marylène, Koestner, Kevin, Moskowitz, Debbie, Zuroff, David, Mageau, Genevieve, Joussetmet, Mireille, and Houlfort, Nathalie, *Un modèle de processus sur les effets des comportements interpersonnels et de la motivation autonome dans les contextes thérapeutique, éducationnel, et organisationnel*, FQRSC team grant, \$454,526 (2008-12).



Marylène Gagné,
Associate Professor,
Department of Management

Lim, Jooseop and **Kim, Jeong-Bon**, *Top Executive Compensation Structure, Advertising Expenditure, and Firm Valuation*, John Molson School of Business Bell Research Center for Business Process Innovations Grant, \$10,000 (2008).

Lituchy, Terri R., *Leadership and Motivation in African and the African Diaspora: Canada, US and the Caribbean*. SSHRC International Development Grant (2008-9).

Mangen, Claudine (Principal Investigator) and **Magnan, Michel**, *Executive Compensation and Restructurings*, SSHRC Grant, \$109,000 (2008-11).

St-Onge, Sylvie (Principal Investigator) and **Magnan, Michel**, *Executive Compensation and Ethics*, SSHRC Grant \$40,000 (2008-09).

Kryzanowski, Lawrence (Principal Investigator) and **Mohsni, Sana**, *Publicly-listed Canadian SMEs: Capital Costs, Value added, Ownership and Governance*, Desjardins Centre for Innovations in Business Finance Research Grant, \$10,000 (2008-9).

Qi, Yaxuan, Roth, Lukas, and Wald, John, *Legal Institutions and Debt Covenants in Bank Loans*, Desjardins Centre for Innovation in Business and Finance Research Grant (2008).

Wassmer, Ulrich and Martens, M., *Accessing substantive firm resources and window-dressing: Alliance portfolios in initial public offering firms*, SSHRC General Research Fund, \$6,500 (2008).

Refereed Journal Articles

Bhave, Devasheesh and Glomb, T.M., Emotional labour demands, wages, and gender: A within-person, between-jobs study. *Journal of Occupational and Organizational Psychology*, (in press).

Boies, Kathleen and Howell, J. M., Leading military teams to think and feel: Exploring the relations between leadership, soldiers' cognitive and affective processes, and team effectiveness. *Military Psychology*, (in press).

Boies, Kathleen, Lvina, Elena, and Martens, Martin L., *Distributed Leadership and Team Performance in a Business Simulation Game*. Abstract appeared in *International Journal of Psychology*, 43:3/4 (2008).

Boulianne, Emilio, A Contingency Framework for Effective Information Systems Design and E-Business Applications. *International Journal of Information Technology and Management*, (in press).

Boulianne, Emilio, Examining the Construct Validity of the Balanced

Scorecard Using the Multitrait-Multimethod Matrix. *Studies in Managerial and Financial Accounting*, 18 (2008): 227-25.

Brutus, Stéphane, and Duniewicz, K., The many heels of Achilles: An analysis of self-reported limitations in leadership research. *Leadership Quarterly*, (in press).

Brutus, Stéphane, Fletcher, C., and Bailey, C., The influence of independent self-construal on rater self-efficacy in performance appraisal. *International Journal of Human Resource Management*, (in press).

Brutus, Stéphane and Greguras, G., Culture, motivation, and feedback-seeking behaviors: Test of a mediated model. *International Journal of Selection and Assessment*, 16:3 (2008): 282-291.



Stéphane Brutus,
Associate Professor,
Department of Management

Carney, Michael, Shapiro, Danny, and Yao, Tang, Business Group Performance in China: Ownership and Temporal Considerations. *Management and Organization Review*, (Accepted for publication October, 2008).

Chauhan, Satyaveer Singh and Awasthi, A., An AHP based decision making approach for selecting carsharing stations in medium size agglomerations. *Journal of Information & Decision Sciences*, (Accepted for publication in 2008).

Chauhan, Satyaveer Singh, Awasthi, A., and Breuil, D., Sustainable mobility solutions: A pre-implementation questionnaire study for carsharing. *International Journal of Service Sciences*, (Accepted for publication in 2008).

Cho, Charles H. and Patten, Dennis M., Did the GAO get it right? Another Look at Corporate Environmental Disclosure. *Social and Environmental Accountability Journal*, 28:1 (2008): 21-32.

Reid, Susan E. and **de Brentani, Ulrike**, Market Vision and Market Visioning Competence: Impact on Early Performance of Radically New High-Tech Products. *Journal of Product Innovation Management* (Accepted for publication, May 2008).

Salomo, Sören, Kleinschmidt, Elko J., and **de Brentani, Ulrike**, Managing New Product Development Teams in a Globally Dispersed NPD Program. *Journal of Product Innovation Management*. (Accepted for publication, September 2008).



Emilio Boulianne,
Associate Professor,
Department of Accountancy



Suresh K. Goyal,
Professor,
Department of DS & MIS

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Roca, Juan Carlos and **Gagné, Marylène**, Understanding e-learning continuance intention in the workplace: A self-determination theory perspective. *Computers in Human Behavior*, 24, (2008): 1596-1604.

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Hoque, M. A. and **Goyal, Suresh K.**, An alternative heuristic solution technique for the efficient management of a supply chain. *International Journal of Business Innovation and Research*, 2:2 (2008): 177-189.

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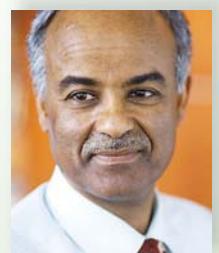
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Fassil Nebebe,
Professor, Chair,
Department of DS & MIS

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Raafat Saadé,
Assistant Professor,
Department of DS & MIS

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Pramodita Sharma,
Professor,
Department of Management

Manzanares, A.R., Aragón-Correa, J.A., and **Sharma, Sanjay**, The Influence of Stakeholders on Environmental Strategy of Service Firms: The Moderating Effects of Complexity, Uncertainty and Munificence. *British Journal of Management*, 19 (2008): 185-203.

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Crawford Spence,
Assistant Professor,
Department of Accountancy

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Carol-Ann Tetrault Sirsly,
PhD student

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Conferences

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Yao, Yongheng, Jamal, Muhammad, and **Appelbaum, Steven H.**, *Towards A Second Generation of P-E Fit Research in Organizational Stress*. Paper presented at The Southern Management Association of The Academy of Management Annual Meeting, St. Pete Beach, FL (Oct 2008).

Yao, Yongheng and **Appelbaum, Steven H.**, *A CEO Compensation Negotiation Where Economics and Organizational Behavior Meet*. Paper presented at the 29th Annual International Industrial Relations and Human Resources Conference, Louisville, KY (Oct 2008).

Arsel, Zeynep and Thompson, Craig J., *I Might Consume Like a Hipster, but I am not a Hipster: Myth Markets and Consumer Reflexivity*. Consumer Culture Theory Conference, Suffolk University, Boston, MA (Jun 2008).

Audousset-Coulier, Sophie, *The determinants of voluntary audit fee disclosure by French listed firms in 2002 and 2003*. 31th Annual Congress of the European Accounting Association (EAA), Rotterdam, The Netherlands (Apr 2008).

Audousset-Coulier, Sophie, *The determinants of voluntary audit fee disclosure by French listed firms in 2002 and 2003*. Francophone Accounting Association (AFC) Congress, Cergy-Pontoise, France (May 2008).



Sophie Audousset-Coulier,
Assistant Professor,
Department of Accountancy

Boies, Kathleen, Lvina, Elena, and Martens, Martin L., *Distributed Leadership and Team Performance in a Business Simulation Game*. Poster presented at the International Congress of Psychology, Berlin, Germany (Jul 2008).

Robinson, Melanie A., and **Boies, Kathleen**, *A Laboratory Study of the Moderating Effect of Task Importance on the Relationship between Transformational and Transactional Leadership Styles and Outcomes*. Conference Proceedings presented at the Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Boulianane, Emilio, *Benefits of the Balanced Scorecard and How Performance Evaluation is Affected by Dimensions Weighting*. 4th International Conference on Performance Management and Measurement System Integration, Prague, Czech Republic (Sep 2008).

Carney, Michael and Totskaya, Natalya, *Entrenchment or evolution? The development of emerging market business groups*. Academy of Management Conference, International Management Division, Anaheim, CA (Aug 2008).

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Cho, Charles H. and Roberts, R., *Environmental Reporting on the Internet by America's Toxic 100: Legitimacy and Self-Presentation*. 29ème Congrès de l'Association Francophone de Comptabilité (AFC), Paris, France (May 2008).

Cho, Charles H. and Roberts, R., *The Language of Corporate Environmental Disclosure*:



Devasheesh Bhave
Lecturer,
Department of Management

A Research Note. 29ème Congrès de l'Association Francophone de Comptabilité (AFC), Paris, France (May 2008).

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Cueto, Diego, *Corporate Governance and Ownership Structure in Emerging Markets: Evidence from Latin America*. Administrative Sciences Association of Canada Conference, Halifax, NS (May 2008).

Cueto, Diego, *Substitutability vs. Complementarity among Corporate Governance Mechanisms: A Simultaneous Equation Approach*. 2008 FMA European Conference, Prague, Czech Republic (Jun 2008).

Kleinschmidt, Elko J., Salomo, Soeren and **de Brentani, Ulrike**, *Impact of International New Product Development Teams: A Model Incorporating the Firm's Behavioral Environment and Intensity of Dispersed Global NPD*. Proceedings: European Marketing Academy Conference, Brighton, UK (May 2008).

Reid, Susan E. and **de Brentani, Ulrike**, *What Factors Determine Early Performance in Radical Innovation: Learning from the Top Performers*. Proceedings: European Marketing Academy Conference, Brighton, UK (May 2008).

Gagné, Marylène, *Compensation systems through the lens of self-determination theory: Reconciling 35 years of debate*. LIHRE, Université Toulouse, France (May 2008).

Gagné, Marylène and Forest, Jacques, *Compensation systems through the lens of self-determination theory: Reconciling 35 years of debate*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA (Aug 2008).

Gagné, Marylène, *A model of knowledge sharing motivation*. Symposium paper (chair: Antoinette Weibel) presented at the Annual Meeting of the Academy of Management, Anaheim, CA (Aug 2008).

Crevier-Braud, L., Forest, Jacques, and **Gagné, Marylène**, *Conséquences de la passion harmonieuse et de la passion obsessive du travail sur l'ajustement psychologique et sur l'épuisement professionnel*. Paper presented at the Association Internationale de Psychologie du Travail de Langue Française (AIPTLF), QC (Aug 2008).

Bérubé, Nicole, **Gagné, Marylène**, Donia, M., Koestner, Kevin, and Houlfort, Nathalie, *Validation of the Satisfaction with Work Scale in six organizational settings*. Poster presented at the Annual Meeting of the Canadian Psychological Association, Halifax, NS (Jun 2008).



Majidul Islam,
Associate Professor,
Department of Accountancy

Islam, Majidul and Yang, Y-Feng, *E-Customer Relationship Management and Performance in Banking Industry: A BSC Perspective*. Research Interaction Session II of the American Accounting Association Conference, Anaheim, CA (Aug 2008).

Islam, Majidul and Yang, Y-Feng, *Performance Measurement of Company Resources Capabilities: Balanced Scorecard Perspectives*. Department of Accounting, Finance and Economics, Griffith University, Brisbane, Queensland, Australia (Jul 2008).

Islam, Majidul and Yang, Y-Feng, *Performance Measurement of Company Resources Capabilities: Balanced Scorecard Perspectives*. Global Accounting and Organizational Change Conference at Melbourne, Australia (Jul 2008).

Islam, Majidul, *Compliance with International Accounting Standards by Emerging Economies*. 10th Annual International Conference on Accounting and Business, Shanghai, China (Jun 2008).

Jain, Arvind K., *Investor Behavior and Subprime Crisis*. 6th International Conference on Finance, Athens, Greece (Jul 2008).

Jiang, Haibo, Basu, Nilanjan, Veeren, Parianen, and Williams, Neiliane, *Repurchases and Post-SEO Underperformance*. Proceedings at the Administrative Sciences Association of Canada Conference, Halifax, NS (May 2008).

Jiang, Haibo, *An Empirical Comparison: Two Special Cases of CEV Option Pricing Model and Black-Scholes Model on S&P Canada 60 Index Call Options*. Proceedings at the Administrative Sciences Association of Canada Conference, Halifax, NS (May 2008).

Patton, Eric and **Johns, Gary**, *Absenteeism in Context: 150 Years of New York Times Coverage*. Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA (Apr 2008).

Johns, Gary, *Recent Developments in Research on Absenteeism from Work: It's the Context that Counts*. Keynote speaker at the

Biannual Conference of the International Association for Chinese Management Research, Guangzhou, China (Jun 2008).

Johns, Gary, *Departures from Conventional Wisdom: Where's the Next Opposite Effect?* Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Gul, F., **Kim, Jeong-Bon**, and Qiu, A., *Ownership Concentration, Foreign Shareholding, Audit Quality and Firm-Specific Return Variation: Evidence from China*. The 2008 Annual Meeting of American Accounting Association, Anaheim, CA (Aug 2008).

Kim, Jeong-Bon, and Yi, Y. H., *Does Trading by Foreign Investors Contribute More to Stock Price Informativeness than Trading by Domestic Institutions? Korean Evidence*. The 2008 Annual Meeting of American Accounting Association, Anaheim, CA (Aug 2008).

Kim, Jeong-Bon, Kim, J. and Shi Y., *Management Earnings Guidance and the Cost of Debt*. The 2008 Annual Meeting of American Accounting Association, Anaheim, CA (Aug 2008).

Shi Y., **Kim, Jeong-Bon**, and Magnan, Michel, *Cross Listing, Management Earnings Forecasts, and Firm Values*. Presented at the 2008 Annual Meeting of American Accounting Association, Anaheim, CA (Aug 2008), the 2008 Annual Conference of Canadian Academic Accounting Association, Winnipeg, Manitoba (May 2008) and the Academy of International Business 2008 Annual Meeting, Milan, Italy (Jun 2008).

Kim, Jeong-Bon, Song, B.Y. and Zhang, L., *Internal Control Effectiveness and Bank Loan Pricing*. The 2008 Annual Conference of Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Kim, Jeong-Bon, Kim, J.W. and Shi, Y., *Management Earnings Guidance and the Cost of Debt*. The 2008 Annual Conference of Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Kim, Jeong-Bon and Shi, Y., *International Financial Reporting Standards, Institutional Infrastructure and Stock Price Synchronicity around the World*. The 2007 International Conference on Accounting Standards, Shanghai, China (Oct 2007).



Khaled Soufani,
Associate Professor,
Department of Finance



Michel Laroche,
Professor,
Department of Marketing

Papadopoulos, Nicolas, **Laroche, Michel**, Elliot, Statia, and Rojas-Mendez, Jose I., *Subcultural Effects of Product Origins: Consumer Ethnicity and Product Nationality*. Proceedings at the 37th Annual Conference, European Marketing Academy, Brighton, UK (May 2008).

Mazaheri, Ebrahim, Richard, Marie-Odile and **Laroche, Michel**, *The Impact of Internet Atmospherics on Customer Behavior: A Comparison of Search, Experience, and Credence Services*. Proceedings at the 10th International Research Seminar in Service Management, La Londe les Maures, France (May 2008).

LeBel, Jordan and Richman-Kenneally, Rhona, *Domestic Foodscapes: Towards Mindful Eating?* Conference co-sponsored by Cornell University's School of Hotel Administration and Concordia University's Faculty of Arts, Montreal, QC (Mar 2008).

Duffy, JA, Monserrat, SI, Olivas-Lujan, MG, Miller, JM, Fox S, Gregory, A., **Lituchy, Terri R.**, Punnett, BJ, Santos, MNBF, *Mentoring Experiences of Successful Women across the Americas*, in Proceedings at the European Applied Business Research & TLC Conference, Salzburg, Austria (Jun 2008).

Lituchy Terri R., et al., *Growing Small Businesses: Interviews with women entrepreneurs in Canada, the United States, Mexico, Argentina, Chile, and Brazil*. Diana International Entrepreneurship Conference, Ireland (2008).

Lituchy, Terri R., Tourigny, Baba, and Monserrat, *Occupational mental health: A study of nurses in Argentina*. Submitted to conference on Work, Well-being and Performance: New Perspectives for the Modern Workplace, University of Sheffield, UK (Jun 2008).

Lituchy Terri R., Lvina, Martens, and Wang (2008). *Third Culture Strength as reflected in Group Cohesion and Conflict*. Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Lvina, Martens, and **Lituchy, Terri R.**, *The Power of Cultural Determinants: Is cultural socialization antecedent to achievement motivation?* Eastern Academy of Management, Washington, D.C. (May 2008).

Lituchy, Terri R., Wang, Lvina and Martens, *Cultural Dimension Diversity*:

Putting the Dynamic into Group Dynamics. International Association for Conflict Management, Chicago, IL (Jul 2008).

Bajramovic, **Lituchy, Terri L.** and Choi (2008). *Introducing Secure Narcissism as a Predictor of Conflict Resolution*. International Association for Conflict Management, Chicago, IL (Jul 2008).

Tourigny, Baba, Monserrat, Mayoral and **Lituchy, Terri R.**, *Occupational mental health among nurses in Argentina: The moderating effects of absence, job satisfaction and social support*. XXIX International Congress of Psychology, Berlin (Jul 2008).

Duffy, J.A., Monserrat, S.I., Olivas-Lujan, M.G., Miller, J.M., Fox S., Gregory, A., **Lituchy, Terri R.**, Punnett, B.J., and Santos, MNBF, *Mentoring Experiences of Successful Women across the Americas*. European Applied Business Research Conference, Rothenberg, Germany (Jun 2008).

Miller, J.M., Duffy, J.A., Olivas-Lujan, M.R., Monserrat, S.I., Fox, S., Gregory, A., **Lituchy, Terri R.**, Punnett, B.J., and Santos, N.M.B.F., *Modeling Antecedents and Outcomes of Mentoring for Successful Professional Women*. Decision Sciences Annual Conference, Baltimore, MD (Nov 2008).

Gregory, A., **Lituchy, Terri R.**, et al., *Breaking Through the Glass Ceiling: Successful Women in Newfoundland*. The 8th EURAM conference, Ljubljana & Beld, Slovenia (May 2008).

Magnan, Michel, Keynote speaker, Association francophone de comptabilité annual conference, Paris, France (May 2008).

Xu, B. and **Magnan, Michel**, *Information Uncertainty, Corporate Disclosure and Stock Return Volatility*. American Accounting Association, Anaheim, CA (Aug 2008).

Shi, N., **Magnan, Michel**, and Kim, J.-B., *Cross Listing, Management Earnings Forecasts, and Firm Values*. American Accounting Association, Anaheim, CA (Aug 2008).

Shi, N., **Magnan, Michel**, and Kim, J.-B., *Why Do Cross-listed Firms in the U.S. Voluntarily Release Management Earnings Forecasts?* American Accounting Association, Anaheim, CA (Aug 2008).

Zhan, Jun and **Magnan, Michel**, *Auditor Incentive and Audit Size: Evidence from*



Terri Lituchy,
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Michel Magnan,
Professor,
Department of Accountancy

Chinese Audit Market. American Accounting Association, Anaheim, CA (Aug 2008).

Shi, N., **Magnan, Michel**, and Kim, J.-B., *Cross Listing, Management Earnings Forecasts, and Firm Values*. Academy of International Business, Milan, Italy (Jun 2008).

Shi, N., **Magnan, Michel**, and Kim, J.-B., *Why Do Cross-listed Firms in the U.S. Voluntarily Release Management Earnings Forecasts?* Academy of International Business, Milan, Italy (Jun 2008).

Zhan, Jun and **Magnan, Michel**, *Auditor Incentive and Audit Size: Evidence from Chinese Audit Market*. Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Shi, N.Y., **Magnan, Michel**, and Kim, J.-B. 2008. *Cross Listing, Management Earnings Forecasts, and Firm Values*. Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Lapointe, Pascale, Cormier, Denis, and **Magnan, Michel**, *Distribution Components in Flow-Through Entities: Causes and Consequences of Economic and Governance Factors*. Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Shi, N., **Magnan, Michel**, and Kim, J.-B., *Why Do Cross-Listed Firms in the U.S. Voluntarily Release Management Earnings Forecast?* Canadian Academic Accounting Association, Winnipeg, MB (May 2008).

Sur, S., Cordeiro, J., and **Magnan, Michel**, *A New Perspective on a Perennial Issue: A Simultaneous Examination of Time, Industry, And Firm-Level Influences on CEO Compensation*. Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Xu, B. and **Magnan, Michel**, *Information Uncertainty, Corporate Disclosure and Stock Return Volatility*. Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Xu, B. and **Magnan, Michel**, *Information Uncertainty, Corporate Disclosure and Stock Return Volatility*. European Accounting Association, Rotterdam, The Netherlands (Apr 2008).

Mangen, Claudine, *Estimation risk and earnings-based CEO pay*. Canadian

Academic Accounting Association (CAAA) Conference, Winnipeg, MB (Jun 2008).

Mangen, Claudine, *Estimation risk and earnings-based CEO pay*. European Accounting Association (EAA) Conference, Rotterdam, Holland (Apr 2008).

Mangen, Claudine, *Estimation risk and earnings-based CEO pay*. Instituto di Empresa, Madrid, Spain (May 2008).

Mangen, Claudine, *The impact of debt on CEO cash pay*. Tilburg University, Tilburg, Holland (May 2008).

Morin, Danielle, Barrington, J. Dyer, L. Bouthkova, M and Thomas J., *The "Clicker" Project: A Scholarly Approach to Technology Integration*. 15th Annual International Conference on Advances in Business Education and Training, Malaga, Spain (Jun 2008).

Mak, T.K., and **Nebebe, Fassil**, *Heterogeneous variance models and their applications in Parameter Designs*. In proceedings of the American Statistical Association, Section on Quality Control [CD-ROM], Alexandria, VA (Dec 2008).

Nebebe, Fassil, *Heterogeneous variance models and their applications in Parameter Designs*. Presented at Joint Statistical Meetings, Section on Quality and Productivity, Denver, CO (Aug 2008).

Nebebe, Fassil, *Impact of motivation on intentions in online learning: Canada vs. China*. Informing Science and Information Technology, Varna, Bulgaria (Jun 2008).

Paquin, Raymond and Howard-Grenville, J., *The Evolution of Interorganizational Environmental Collaborations: Network Analysis of Industrial Symbiosis*. Academy of Management Conference, Anaheim, CA (Aug 2008).

Mohsni, Sana and Kryzanowski, Lawrence, *Capital Costs for Domestic and Cross-listed Canadian Firms*. Administration Science Association of Canada Conference, Halifax, NS (May 2008).

Mohsni, Sana and Kryzanowski, Lawrence, *Earnings Forecasts and Idiosyncratic Volatility*. European Financial Management Association, Athens, Greece (Jul 2008).

Mohsni, Sana and Kryzanowski, Lawrence, *Earnings Forecasts and*



Claudine Mangen,
Assistant Professor,
Department of Accountancy



Raymond Paquin,
Assistant Professor,
Department of Management





Mahesh C. Sharma,
Associate Professor,
Department of DS & MIS

Idiosyncratic Volatility. Portuguese Finance Network Conference, Coimbra, Portugal, (Jul 2008).

Mohsni, Sana and Kryzanowski, Lawrence, *Earnings Forecasts and Idiosyncratic Volatility*. Northern Finance Association, Calgary, AB (Sep 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. Financial Management Association, Dallas, TX (Oct 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. Northern Finance Association, Calgary, AB (Sep 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. Conference of Empirical Law Studies, Cornell University Law School, Ithaca, NY (Sep 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. European Finance Association, Athens, Greece (Aug 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. China International Conference in Finance, Dalian, China (Jul 2008).

Qi, Yaxuan, Roth, L., and Wald, J., *Legal Institutions and Debt Covenants in Bank Loans*. American Law & Economic Association Annual Meeting, Columbia Law School, New York, NY (May 2008).

Qi, Yaxuan, Palia, Darius, and Wu, Yangru, *The empirical importance of background risks*. International Symposium on Financial Engineering and Risk Management, Shanghai, China (Jun 2008).

Qi, Yaxuan and Kim, Dongcheol, *Accounting information quality, stock returns, and macroeconomic conditions*. Chinese Academy of Finance and Development, Central University of Finance and Economics, Beijing, China (Jun 2008).

Ratiu, Catalin, Sharma, S., and Molz, R. *Evolutionary change of organizations in the natural environment*. Group on Organizations in the Natural Environment, Nicosia, Cyprus (May 2008).

Ratiu, Catalin and Lvina, E. *Dancing along borders: Motivational and strategic determinants of expatriate adjustment*. Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Sharifian, M., Peterson, R., and **Ratiu, Catalin**, *Dominant shareholders' dilemma: To exercise their power or not*. Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Ross, Christopher A. and McKenzie, David, *Tyndale Treasures Community Store*. Case Track Proceedings at Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Saad, Gad and Gill, T., *Framing effects when evaluating prospective suitors: An adaptationist perspective*. Special session: Decision making through the lens of evolutionary psychology. American Psychological Association 116th Annual Convention, Boston, MA (Aug 2008).



Gad Saad,
Associate Professor,
Department of Marketing

Saad, Gad and Vongas, J., *Conspicuous consumption and male physiology: An evolutionary perspective*. Presented by J. Vongas at the Deuxième Conférence Étudiante de Recherche en Gestion, HEC-Montréal, Montreal, QC (Apr 2008).

Saadé, Raafat and Huang, Q., *Prototyping a Learning Management System for Higher Education*. Informing Science Institute, Varna, Bulgaria (Jun 2008).

Saadé, Raafat, Tan, W. and Nebebe, F., *Portal Impact Assessment: The NGO in Pakistan Case*. Informing Science Institute, Varna, Bulgaria (Jun 2008).

Montemerlo, D. and **Sharma, Pramodita**, *Women in entrepreneurial family firms: A key resource for social capital development*. Presented at the 4th EIASM workshop on Family Firms Management research, Naples, Italy (Jun 2008).

Salvato, C., Chirico, F. and **Sharma, Pramodita**, *From business exit to business regeneration in family firms: The Falck case study*. Presented at the 4th Family Enterprise Research Conference, Milwaukee, WI (Apr 2008).

Sharma, Pramodita, *A winning formula: Nurturing entrepreneurial spirit across generations*. Keynote speaker, 10th Annual Conference of Family Business Australia, Cairns, Australia (Aug 2008).



Steven Appelbaum,
Professor,
Department of Management

Sharma, Pramodita, *Reflections on current status and future of FBR: Implications for submissions*. Keynote speaker at the Australian Family Business Scholars Roundtable Summit; Australian Centre for Family Business Learning Community initiative, Bond University, Australia (Aug 2008).

Sharma, Pramodita, *The Future of the Family Business Review and the Implications for Submissions*. Opening key note at The Vision of the New FBR Editor, 4th EIASM Workshop on Family Firm Management Research, Naples, Italy (Jun 2008).

Sharma, Pramodita, *Family Values and Value Creation: How do Family-Owned-Businesses foster enduring values?* Celebrating the IESE Business School's 50th anniversary at the IESE International Family Owned Business Conference, Barcelona, Spain (Jun 2008).

Sharma, Pramodita, *Succession Planning: Passing the torch*. Presentation at the 14th Annual SLU Family Firm Forum, John Cook School of Business, Saint Louis University, Saint Louis, MO (May 2008).

Ratiu, C., **Sharma, Sanjay**, and Molz, R., *Evolutionary change of organizations in the natural environment*. The 3rd Gronen Conference, Nicosia, Cyprus (May 2008).

Khaled, Soufani, Tse, T., and Chen, Q., *The performance of Venture Capital backed IPO in Canada and the UK*. International Academy of Business and Economics Conference (IABE), Stockholm, Sweden (Jun 2008).

Khaled, Soufani, Ibrahim, B., and McGuire, J., *An Empirical Investigation of Factors Contributing to Longevity of Small Family Firms*. Eighth International Business Research Conference, Dubai, UAE (Mar 2008).

Switzer, Lorne, *Convertible Arbitrage and Market Returns*. Conference Proceedings to be presented at the Annual Meetings of the Southwest Finance Association, Oklahoma City, OK (Mar 2009).

Switzer, Lorne, *Asset Allocation for Funds of Funds: The Case of Hedge Funds Groups*. Conference Proceedings to be presented at the Annual Meetings of the Midwest Finance Association, Chicago, IL (Mar 2009).

Switzer, Lorne, *Convertible Bonds: An Investor Perspective*. Conference Proceedings to be presented at the Annual Meetings

of the Eastern Finance Association, Washington, D.C. (Apr 2009).

Tetrault Sirsly, Carol-Ann, *Corporate Social Actions and Corporate Reputation*. Social Issues in Management (SIM) Division, Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Tetrault Sirsly, Carol-Ann, *Linking Corporate Social Actions to Corporate Reputation*. Society for Business Ethics, Anaheim, CA (Aug 2008).

Tetrault Sirsly, Carol-Ann and Molz, R., *Globalization as a Driver of Corporate and Institutional Renewal: Corporate Social Responsibility in Different National Institutional Frameworks*. European Group for Organizational Studies (EGOS), Amsterdam, The Netherlands (July 2008).

Totskaya, Natalya and Martens, Martin, *Top Management Team Heterogeneity and Faultlines in Initial Public Offering Firms*. In proceedings at Administrative Sciences Association of Canada Conference, Halifax, NS (Jun 2007).

Totskaya, Natalya, *Cultural Effects in International Business Organizations: when National Culture Meets Organizational Culture*. In proceedings at the Eastern Academy of Management Conference, Washington, D.C. (May 2008).

Totskaya, Natalya, *Diversity, Faultlines, and Top Management Teams*. In proceedings at the Eastern Academy of Management Conference, Washington, D.C. (May 2008).

Totskaya, Natalya, *Business Groups and Emerging Markets: Co-evolution or Rivalry?* Administrative Sciences Association of Canada, Halifax, NS (May 2008).

Totskaya, Natalya, *Classic Roots of Corporate Governance: Social and Institutional Aspects*. Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Totskaya, Natalya and Carney, M., *Entrenchment or evolution? The development of emerging market business groups*. Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).



Ulrich Wasserman,
Assistant Professor,
Department of Management

Wassmer, Ulrich and Dussauge P., *Value creation and appropriation in multilaterally connected firms: The role of synergistic and conflicting resource interdependencies in alliance portfolios*. In proceedings and

presented at Administrative Sciences Association of Canada Conference, Halifax, NS (May 2008).

Wassmer, Ulrich, *Alliance terminations: Does the withdrawal from strategic alliances affect firm value?* Academy of Management Annual Meeting, Anaheim, CA (Aug 2008).

Books



Michael Carney,
Professor,
Department of Management

Carney, Michael, *Asian Business Groups: Context, Governance and Performance*. Oxford: Chandos Publishing, Oxford, UK (May 2008).

Barbara, M., **Croteau, Anne-Marie**, and Laframboise, Kevin, *Strategies for Business Continuity and Disaster Recovery: Critical Success Factors in a Post 9-11 World*, VDM Verlag Dr. Müller Ed. (2008).

Spence, Crawford and Gray, R.H., *Social and Environmental Reporting and the Business Case*, ACCA Research Report No. 98 (2007).

Book Chapters

Paquin, Raymond and Howard-Grenville, J., *Organizational dynamics in industrial ecosystems: Insights from organizational theory*. In *Dynamics of Industrial Ecosystems*, M. Ruth & B. Davidsdottir (Eds.), Edward Elgar: UK (2008).

Sharma, Pramodita and Nordqvist, M., *A classification scheme for family firms: From family values to effective governance to firm performance*. In *Family values and value creation: How do family-owned businesses foster enduring value*, Tapias, J. & Ward, J.L (Eds.) Palgrave Macmillan Publishers: New York, NY (2008).

Hoy, F. and **Sharma, Pramodita**, *Entrepreneurial governance in the family firm*. In *The Family Business Shareholder's Handbook: Tips and strategies for effective ownership and stewardship of your family company*, Barbara Spector (Ed.), Family Business Publishing Co.: Philadelphia, PA (2008).

Other Distinctions

Bhave, Devasheesh, awarded 2008 Outstanding Reviewer – OB Division, Academy of Management.

Boulianne, Emilio, Editorial Board Member of the *International Journal of Accounting and Finance*.

Brutus, Stéphane, reappointed on the Editorial Board of the *Canadian Journal of Administrative Sciences*.

Carney, Michael, appointed on the Editorial Boards of the *Journal of Management Studies*, *Family Business Review*.

Chauhan, Satyaveer S., appointed Research Member of the CIRRELT.

Croteau, Anne-Marie, appointed Fellow at CIRANO, September 2008.



Anne-Marie Croteau,
Associate Professor,
Department of DS & MIS

de Brentani, Ulrike, appointed Track Chair of Innovation and New Product Development at the 37th conference of the European Marketing Academy (EMAC), Brighton, UK, May 2008.

Gagné, Marylène, Concordia University John Molson School of Business mid-career Research Award and research grant recipient of \$5,000.

Gibeau, Émilie, Concordia University Doctoral Award of Excellence, \$15,000 (2011-2012), Doctoral Awards from FQRSC, \$60,000 (2008-2011), John Molson School of Business Entrance Scholarship, \$45,000 (2008-2011), and Concordia University Special Entrance Award, \$10,000 (2008-2009).

Goyal, Suresh K., The dos and don'ts of offshoring, *Financial Post*, Wednesday December 3rd, 2008.



Tracy Hecht,
Assistant Professor,
Department of Management

Hecht, Tracy, recipient of the 2008 John Molson School of Business Dean's Award for Distinguished Scholarship, Junior Scholarship category.

Islam, Majidul, appointed member of the editorial board of *Accounting, Accountability and Performance Journal*.

Johns, Gary, appointed on Editorial Boards of *Journal of Applied Psychology*, *Organizational Frontiers Book Series*, *Society for Industrial and Organizational Psychology*.

Kim, Jeong-Bon, appointed Associate Editor of *Journal of Contemporary Accounting and Economics*, *China Journal of Accounting Research*, appointed Ad Hoc Associate Editor of *Auditing: A Journal of Practice and Theory*, appointed Member of the Editorial Boards of *Contemporary Accounting Research*, *Auditing: A Journal of Practice and Theory*, *Asian Review of Accounting*.

Laroche, Michel, Recipient of the 2008 John Molson School of Business Dean's Award for Distinguished Senior Scholarship; appointed Co-Chair for the 2010 Cultural Perspectives in Marketing Conference, Academy of Marketing Science in Lille, France; appointed Member of the jury selection for the 2008 Prix Jacques-Rousseau at Acfas; elected by the membership as Member of the Board of Governors of the Academy of Marketing Science; appointed Chair of the Berkman Service Award Selection Committee (2008-2009), and appointed Special Issue Editor on the special issue on Internet Customer Behavior in *Journal of Business Research* (2008-2009).

Magnan, Michel, appointed Editor-in-Chief of *Contemporary Accounting Research* and Co-Chair of the joint Symposium between *Contemporary Accounting Research* and *Journal of Contemporary Accounting and Economics* at the first international conference in Hong Kong, SAR.

Molz, Rick and **Farashahi, Mehdi**, From Dilemma to Theory to Research Agenda: Doing Business in Developing and Transitional Countries. Appointed as Editors of a special themed issue of *International Studies of Management and Organization*.

Saad, Gad, appointed to Editorial Boards of *Behavioral and Brain Sciences* (Associate Member), *Journal of Social Psychology*, *Evolutionary Psychology*, *Open Behavioral Science Journal*, *Journal of Neuroscience, Psychology, and Economics*, and *Journal of Social, Evolutionary, and Cultural Psychology*.

Sharma, Pramodita, appointed Editor of *Family Business Review*.

Soufani, Khaled, appointed as Member on the Editorial Boards of *Journal of Small Business and Enterprise Development* and *Euro Med Journal of Business*.

Spence, Crawford, Pachamama Politics. Documentary screened at the *Document 6 International Human Rights Documentary Film Festival*, Glasgow, Scotland (Oct 2008).

Totskaya, Natalya, appointed as Outstanding Reviewer for the Eastern Academy of Management 2008 Conference and Best Reviewer for Strategy Division at ASAC 2007 Conference.

Award Winning Researcher Profiles

2008 proved to be a remarkable year of research innovations and awards. We celebrate these research triumphs with a special section featuring the work of four faculty members at JMSB.

Yaxuan Qi, Assistant Professor Department of Finance

Dr. Yaxuan Qi obtained her PhD in Finance from Rutgers University in New Jersey and joined the JMSB faculty in 2007. Yaxuan and her colleagues, Lukas Roth of Penn State University and John Wald of the University of Texas at San Antonio, were recently awarded Best Paper in International Finance for their recent paper, "Political Rights and Cost of Debt", at the Financial Management Association Annual Meeting in October 2008.



*Yaxuan Qi,
Assistant Professor,
Department of Finance*

Yaxuan and her co-authors examined how institutions impact economic growth and firm growth. Historically, researchers studied the relationship of growth and legal institutions. Yaxuan's work adds another dimension to the discussion by exploring the impact of political institutions, the role of freedom of the press and how these affect the cost of debt. The authors found that countries with stronger political rights better affected debt and helped reduce financing costs. In addition, Yaxuan and her colleagues found that freedom of the press, and how information is disseminated, plays a role in debt holder confidence.

Yaxuan is currently extending her research by examining the impact of legal institutions on bond governance.

Ulrike de Brentani Department of Marketing

Dr. Ulrike de Brentani is a Professor of Marketing and Director of the PhD and MSc in Administration Programs at JMSB. Ulrike has extensive knowledge in new product development (NPD) and began her work in the area with her doctoral dissertation on how managers screen new products ideas. Other major empirical studies she has undertaken focus on success factors in developing new business-to-business services and benchmarking study of best practices in global new product development. Today, Ulrike is a leading authority in the area and was recently recognized for her work at the Product Development and Management Association Conference in September 2008. Ulrike and



*Ulrike de Brentani,
Professor,
Department of Marketing*

her colleagues, Elko J. Kleinschmidt and Sören Salomo, were awarded the Thomas P. Hustad Best Paper Award from all issues in 2007 of the Journal of Product Innovation Management (JPIM) for their paper, "Performance of Global New Product Development Programs: A Resource-based View".

This paper was also the lead article in a special issue of JPIM on Effective Global Product Innovation and Launch in September 2007. This was the first empirical study to use a globalization lens to identify key factors that influence the outcome of an organization's NPD program in international markets. In keeping with a B2B perspective, Ulrike and her co-authors collected data from a large sample of senior-level managers in various industries. The study found that achieving superior performance is a function of a strong global innovation culture, top management involvement and commitment, and a formal NPD process that ensures successful knowledge sharing across international units of the firm.

Ulrike is continuing to work on NPD and is also extending her research by studying strategic teams.



*Gary Johns,
Professor,
Department of Management*

Gary Johns
Department of Management
Dr. Gary Johns is a Professor of Management and holds the Concordia University Research Chair in Management. Gary and his co-author, Eric Patton at the Erivan K. Haub School of Business of Saint-Joseph's University in Philadelphia, recently received the Best Article award from *Human Relations*. The journal recognized Gary and Eric's innovative article "Women's absenteeism in the popular press: Evidence for a gender-specific absence culture".

Gary has studied the area of absenteeism extensively and found that societal expectations about absence from work are different for women and men. Previous studies have pointed to childcare, health issues and stress as reasons for women being away from work, but results have been inconsistent. Gary's research suggests the existence of social expectations regarding female attendance that are based on gender stereotypes. Gary and his co-author examined this phenomenon through the eyes of the popular press and used a non-traditional research method by carrying out content analysis of newspaper articles

featuring women's absenteeism appearing in the *New York Times* from 1851 to 2004. Results revealed that gender stereotypes and the media play a role in shaping expectations which make female absenteeism more acceptable in society. The study also looked at the consequences of such an absence culture and found that women may face certain barriers such as the perception of a lack of commitment in the workplace.

Gary is currently expanding his research by examining the contextual influences surrounding work attendance.

Sana Mohsni

Department of Finance

Dr. Sana Mohsni obtained her PhD at JMSB and returned to her alma mater as Visiting Professor in July 2008. Sana recently co-wrote a paper with her doctoral thesis supervisor, Dr. Lawrence Kryzanowski, entitled "Earnings Forecasts and Idiosyncratic Volatility". This paper later received the Best Paper Award in Risk Management at the 2008 Financial Management Association Meeting.



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Previous research indicates that while there was little increase in market and industry level volatility between 1962 and 1997, an increasing trend was observed in firm level volatility. Past researchers have attributed this to institutional changes, but Sana and her co-author propose that uncertainty of firm fundamentals, like cash-flow volatility, as a possible origin of this phenomenon. This reasoning adds a new dimension to the discussion of firm volatility as it sheds light on the role of uncertainty in cash-flow and informativeness in the firm.

Sana is presently furthering her research by studying the reasons behind cashflow volatility and its relationship with the quality of accounting data and earnings.

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